



U.S. Department of Commerce
Talent Strategy
2024 - 2026



Introduction

As outlined in the U.S. Department of Commerce (DOC) [Human Capital Strategic Plan, 2023-2026](#), the Office of Human Resources Management (OHRM) strives to ensure the DOC has a world-class capacity to recruit and retain highly skilled employees and solve complex and emergent talent challenges, including those outlined in the [DOC 2022-26 Strategic Plan](#).

OHRM's [Office of Talent Strategy \(OTS\)](#) focuses on enhancing talent recruitment and career advancement opportunities, including through improvements to position management, job opportunity marketing, employment brand promotion, and cross-bureau initiative coordination.

In keeping with these aims, I present the **DOC Talent Strategy, 2024-2026**.

Crystal Taylor,
Director, Office of Talent Strategy

Goals and Objectives

In alignment with the 3 overarching goals of the Human Capital Strategic Plan, the 5 goals and 10 supporting objectives are intended to optimize efforts to recruit talent and enable meaningful, multi-part DOC careers.



HC Goal 1: Enhance HC Consultation and HR Operations



Talent Goal 1: Enhance Operational Efficiency

Objective 1.1: Equip hiring managers and other hiring process stakeholders with critical knowledge

Objective 1.2: Use data, including service gap information, to drive improvements to OTS offerings and programs



Talent Goal 2: Promote Collaborative Process Improvements

Objective 2.1: Foster new partnerships with internal and external talent stakeholders

Objective 2.2: Create additional opportunities for all bureaus to collaborate and share knowledge



HC Goal 2: Increase Recruitment of Top Talent



Talent Goal 3: Build a Pipeline of Diverse Talent

Objective 3.1: Offer additional early career opportunities, including paid internships

Objective 3.2: Intensify multi-channel outreach and employment brand promotion, including to targeted populations and students



Talent Goal 4: Innovate Hiring Processes

Objective 4.1: Create opportunities for candidates to demonstrate skills in the hiring process

Objective 4.2: Encourage economies of scale in the hiring process, including sharing prospective talent across organizations



HC Goal 3: Maximize Retention of Skilled High Performers



Talent Goal 5: Help Employees Build a Career at DOC

Objective 5.1: Assist employees with career progression, including navigating internal job listings and temporary assignments

Objective 5.2: Advocate for the use of retention incentives to retain critical skills